

EXHIBIT A

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-00

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DANMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

SANTA MONICA COMMUNITY COLLEGE DISTRICT

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

LOS ANGELES

COUNTY CODE

037

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

150

05/03/2010

00

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

- | | | |
|--|---|--|
| <input type="checkbox"/> termination | <input type="checkbox"/> denial of employment | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off | <input type="checkbox"/> denial of promotion | <input type="checkbox"/> denial of pregnancy leave |
| <input checked="" type="checkbox"/> demotion | <input type="checkbox"/> denial of transfer | <input type="checkbox"/> denial of equal pay |
| <input checked="" type="checkbox"/> harassment | <input type="checkbox"/> denial of accommodation | <input type="checkbox"/> denial of right to wear pants |
| <input type="checkbox"/> genetic characteristics testing | <input type="checkbox"/> failure to prevent discrimination or retaliation | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input checked="" type="checkbox"/> retaliation | <input type="checkbox"/> harassment, discrimination, retaliation, failure to prevent |
| <input type="checkbox"/> impermissible non-job-related inquiry | <input type="checkbox"/> other (specify) | |

by SANTA MONICA COMMUNITY COLLEGE DISTRICT

Name of Person:

Job Title (supervisor/manager/personnel director/etc.)

because of:

- | | |
|--|---|
| <input type="checkbox"/> sex | <input type="checkbox"/> national origin/ancestry |
| <input type="checkbox"/> age | <input type="checkbox"/> marital status |
| <input type="checkbox"/> religion | <input type="checkbox"/> sexual orientation |
| <input checked="" type="checkbox"/> race/color | <input type="checkbox"/> association |

- | | |
|--|--|
| <input checked="" type="checkbox"/> disability (physical or mental) | <input type="checkbox"/> retaliation for engaging in protected |
| <input checked="" type="checkbox"/> medical condition (cancer or generic characteristic) | activity or requesting a protected |
| <input type="checkbox"/> other (specify) race, whistleblowing, perceived conditions | leave or accommodation |

State of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-00

RUETZ/SANTA MONICA COMMUNITY COLLEGE DISTRICT

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in black ink, appearing to read "Lottie Woodruff".

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL
C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA 91786

RE: E200910S6434-00
RUETZ/SANTA MONICA COMMUNITY COLLEGE DISTRICT

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

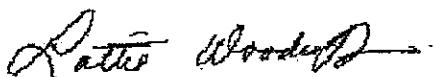
This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BOULEVARD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-01

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

VASQUEZ, ALBERT

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

150

05/03/2010

01

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

- | | | |
|--|---|--|
| <input type="checkbox"/> termination | <input type="checkbox"/> denial of employment | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off | <input type="checkbox"/> denial of promotion | <input type="checkbox"/> denial of pregnancy leave |
| <input checked="" type="checkbox"/> demotion | <input type="checkbox"/> denial of transfer | <input type="checkbox"/> denial of equal pay |
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| <input type="checkbox"/> genetic characteristics testing | <input type="checkbox"/> failure to prevent discrimination or retaliation | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input type="checkbox"/> retaliation | |
| <input type="checkbox"/> impermissible non-job-related inquiry | <input checked="" type="checkbox"/> other (specify) harassment, discrimination, retaliation, failure to prevent | |

by VASQUEZ, ALBERT

CHIEF OF POLICE

because of:

<input type="checkbox"/> sex	<input type="checkbox"/> national origin/ancestry
<input type="checkbox"/> age	<input type="checkbox"/> marital status
<input type="checkbox"/> religion	<input type="checkbox"/> sexual orientation
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> association

<input type="checkbox"/> disability (physical or mental)	<input type="checkbox"/> retaliation for engaging in protected activity or requesting a protected leave or accommodation
<input type="checkbox"/> medical condition (cancer or generic characteristic)	
<input type="checkbox"/> other (specify) race, whistleblowing, perceived conditions	

State of what you
believe to be the
reason(s) for
discrimination

RETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL CONDITIONS, ETC.

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-01
RUETZ/VASQUEZ, ALBERT, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in black ink, appearing to read "Loftie Woodruff".

Loftie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL
C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-01
RUETZ/VASQUEZ, ALBERT, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

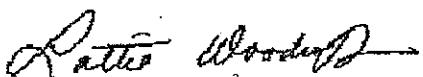
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If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

DFEH-200-43 (06/06)

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-02

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY:

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

TRUMP, KURT

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

150

05/03/2010

02

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

- | | | |
|--|---|--|
| <input type="checkbox"/> termination | <input type="checkbox"/> denial of employment | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off | <input type="checkbox"/> denial of promotion | <input type="checkbox"/> denial of pregnancy leave |
| <input checked="" type="checkbox"/> demotion | <input type="checkbox"/> denial of transfer | <input type="checkbox"/> denial of equal pay |
| <input checked="" type="checkbox"/> harassment | <input type="checkbox"/> denial of accommodation | <input type="checkbox"/> denial of right to wear pants |
| <input type="checkbox"/> genetic characteristics testing | <input type="checkbox"/> failure to prevent discrimination or retaliation | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input checked="" type="checkbox"/> retaliation | |
| <input type="checkbox"/> impermissible non-job-related inquiry | <input checked="" type="checkbox"/> other (specify) harassment, discrimination, retaliation, failure to prevent | |

by TRUMP, KURT

SERGEANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

 sex age religion race/color national origin/ancestry marital status sexual orientation association disability (physical or mental) medical condition (cancer or generic characteristic other (specify) race, ethnicity, perceived conditions retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

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matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-02
RUETZ/TRUMP, KURT, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in cursive ink that reads "Lottie Woodruff".

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL
C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-02
RUETZ/TRUMP, KURT, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

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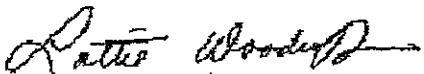
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Notice of Case Closure
Page Two

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Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCI WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-05

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

AGARD, SHERYL (SASHA)

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (If known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
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RESPONDENT CODE

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05/03/2010

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| <input type="checkbox"/> impermissible non-job-related inquiry | <input checked="" type="checkbox"/> other (specify) harassment, discrimination, retaliation, failure to prevent | |

by AGARD, SHERYL (SASHA)

SECRETARY

because of:

Name of Person	Job Title (supervisor/manager/personnel director/etc.)
<input type="checkbox"/> sex	<input checked="" type="checkbox"/> disability (physical or mental)
<input type="checkbox"/> age	<input checked="" type="checkbox"/> retaliation for engaging in protected
<input type="checkbox"/> religion	<input checked="" type="checkbox"/> medical condition (cancer or
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> generic characteristic
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At Upland

DATE FILED: 05/21/2010

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, GOVERNOR

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-05
RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

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Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367

N. 2ND AVE.

UPLAND, CA, 91786

RE: E200910S6434-05

RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCI WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-06

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

COUNTY CODE

SAN BERNARDINO

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

JONES, JENNIFER

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

150

05/03/2010

06

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

- | | | |
|--|--|--|
| <input type="checkbox"/> termination | <input type="checkbox"/> denial of employment | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off | <input type="checkbox"/> denial of promotion | <input type="checkbox"/> denial of pregnancy leave |
| <input checked="" type="checkbox"/> demotion | <input type="checkbox"/> denial of transfer | <input type="checkbox"/> denial of equal pay |
| <input checked="" type="checkbox"/> harassment | <input type="checkbox"/> denial of accommodation | <input type="checkbox"/> denial of right to wear pants |
| <input type="checkbox"/> generic characteristics testing | <input checked="" type="checkbox"/> failure to prevent discrimination or retaliation | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input checked="" type="checkbox"/> retaliation | |
| <input type="checkbox"/> impermissible non-job-related inquiry | <input checked="" type="checkbox"/> other (specify) harassment, discrimination, retaliation, failure
to prevent | |

by JONES, JENNIFER

SECRETARY

because of:

Name of Person	Job Title (supervisor/manager/personnel director/etc.)
<input type="checkbox"/> sex	<input checked="" type="checkbox"/> disability (physical or mental)
<input type="checkbox"/> age	<input checked="" type="checkbox"/> retaliation for engaging in protected
<input type="checkbox"/> religion	<input checked="" type="checkbox"/> medical condition (cancer or
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> generic characteristic <input checked="" type="checkbox"/> leave or accommodation
<input type="checkbox"/> association	<input checked="" type="checkbox"/> other (specify) race, whistleblowing, perceived conditions

State of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-06
RUETZ/JONES, JENNIFER, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in black ink, appearing to read "Lottie Woodruff".

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, GOVERNOR

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-06

RUETZ/JONES, JENNIFER, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

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If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

Notice of Case Closure
Page Two

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Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCI WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-07

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

COUNTRY CODE

SAN BERNARDINO

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

AGARD, SHERYL (SASHA)

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTRY CODE

NO. OF EMPLOYEES/MEMBERS (if known):

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE

150

05/03/2010

07

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

- | | | |
|--|---|---|
| <input type="checkbox"/> termination | <input type="checkbox"/> denial of employment | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off | <input type="checkbox"/> denial of promotion | <input type="checkbox"/> denial of pregnancy leave |
| <input checked="" type="checkbox"/> definition | <input type="checkbox"/> denial of transfer | <input type="checkbox"/> denial of equal pay |
| <input checked="" type="checkbox"/> harassment | <input type="checkbox"/> denial of accommodation | <input type="checkbox"/> denial of right to wear pants |
| <input type="checkbox"/> genetic characteristics testing | <input type="checkbox"/> failure to prevent discrimination or retaliation | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input checked="" type="checkbox"/> retaliation | <input type="checkbox"/> harassment, discrimination, retaliation, failure to prevent! |
| <input type="checkbox"/> impermissible non-job-related inquiry | | |

by AGARD, SHERYL (SASHA)

SECRETARY

because of :

<input type="checkbox"/> sex	<input type="checkbox"/> national origin/ancestry
<input type="checkbox"/> age	<input type="checkbox"/> marital status
<input type="checkbox"/> religion	<input type="checkbox"/> sexual orientation
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> association

<input type="checkbox"/> disability (physical or mental)	<input type="checkbox"/> retaliation for engaging in protected activity or requesting a protected leave or accommodation
<input type="checkbox"/> medical condition (cancer or generic characteristic)	
<input type="checkbox"/> other (specify) <u>race whistleblowing, perceived conditions</u>	

State of what you
believe to be the
reason(s) for
discrimination

RETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL CONDITIONS, ETC.

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-07
RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

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Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in cursive ink that appears to read "Lottie Woodruff".

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

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(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-07

RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

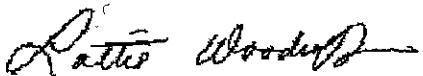
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Notice of Case Closure
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Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-09

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA 91786

COUNTY

COUNTY CODE

SAN BERNARDINO

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

NAME

CRITTENDEN, TARA

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

RESPONDENT CODE:

150

05/03/2010

09

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

- | | | |
|--|---|--|
| <input type="checkbox"/> termination | <input type="checkbox"/> denial of employment | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off | <input type="checkbox"/> denial of promotion | <input type="checkbox"/> denial of pregnancy leave |
| <input checked="" type="checkbox"/> demotion | <input type="checkbox"/> denial of transfer | <input type="checkbox"/> denial of equal pay |
| <input checked="" type="checkbox"/> harassment | <input type="checkbox"/> denial of accommodation | <input type="checkbox"/> denial of right to wear pants |
| <input type="checkbox"/> genetic characteristics testing | <input type="checkbox"/> failure to prevent discrimination or retaliation | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input checked="" type="checkbox"/> retaliation | <input type="checkbox"/> other (specify) harassment, discrimination, retaliation, failure to prevent |
| <input type="checkbox"/> impermissible non-job-related inquiry | | |

by CRITTENDEN, TARA

DISPATCHER

because of :

<input type="checkbox"/> sex	<input type="checkbox"/> national origin/ancestry
<input type="checkbox"/> age	<input type="checkbox"/> marital status
<input type="checkbox"/> religion	<input type="checkbox"/> sexual orientation
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> association

<input type="checkbox"/> disability (physical or mental)	<input type="checkbox"/> retaliation for engaging in protected activity or requesting a protected leave or accommodation
<input type="checkbox"/> medical condition (cancer or generic characteristic)	<input type="checkbox"/> other (specify) race, white, following, perceived conditions

State of what you
believe to be the
reason(s) for
discrimination

RETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL CONDITIONS, ETC.

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Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

DFEH-300-03a (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-09
RUETZ/CRITTENDEN, TARA, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

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Sincerely,

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Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL
C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-09
RUETZ/CRITTENDEN, TARA, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

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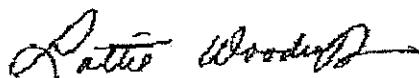
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Notice of Case Closure
Page Two

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Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

M WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

DFEH-200-43 (08/06)